

BEFORE THE  
CALIFORNIA BUREAU OF STATE AUDITS (BSA)

In the matter of

Citizens Redistricting Commission (CRC)

Applicant Review Panel (ARP) Public Meeting

555 Capitol Mall, Suite 300

Sacramento, CA 95814

WEDNESDAY, SEPTEMBER 1, 2010

2:45 P.M.

Reported by:

Peter Petty

## APPEARANCES

## Members Present

Nasir Ahmadi, Chair

Mary Camacho, Vice Chair

Kerri Spano, Panel Member

## Staff Present

Stephanie Ramirez-Ridgeway, Panel Counsel

Diane Hamel, Executive Secretary

## Interviewees

Ryan E. Stuck

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1 PROCEEDINGS

2 2:44 p.m.

3 MS. RAMIREZ-RIDGEWAY: It's 2:44 and our  
4 panelists are present. Let's go back on record.

5 Before we get started, I'd like to announce that  
6 our 4:30 appointment, our 4:30 interview with Christine  
7 Hernlund has been postponed due to a family emergency and  
8 circumstances beyond her control. She has submitted a  
9 request to have her interview rescheduled. And I have  
10 rescheduled her for Friday, September 10th at 10:00. So  
11 we have a fairly short day today, unexpected.

12 Our next and final applicant for today is here,  
13 Mr. Ryan Stuck. How are you?

14 MR. STUCK: Fine. How about you?

15 MS. RAMIREZ-RIDGEWAY: Good.

16 Are you ready to begin?

17 MR. STUCK: Yes.

18 MS. RAMIREZ-RIDGEWAY: Start the clock.

19 What specific skills do you believe a good  
20 Commissioner should possess?

21 Of those skills, which do you possess?

22 Which do you not possess and how will you  
23 compensate for it?

24 Is there anything in your life that would  
25 prohibit or impair your ability to perform the duties of a

1 Commissioner?

2 MR. STUCK: Well, I guess I'd like to start off  
3 by saying I guess there are I think two distinct groups.  
4 There are skills that will need to be shared among the  
5 Commission, because I believe the Commission will need a  
6 diverse set of skills. Obviously, you're going to have a  
7 range of diversity within the Commission with respect to  
8 hopefully, you know, gender, ethnic, origin, things of  
9 that nature. So along those lines, I think possibly a  
10 professional diversity might also be useful so that you  
11 can have some individuals that have some more expertise in  
12 particular fields.

13 And then along with those skill sets, you'll also  
14 have -- there's going to be some common skills and traits  
15 I would say that all Commissioners will need. For the  
16 shared traits, I would think that you'd want a handful of  
17 the Commissioners to be fairly knowledgeable in the  
18 relevant laws, Voting Rights Act, obviously the Voters  
19 FIRST Act, and Section 5 in particular because, you know,  
20 the necessity to treat Merced, Kings, Monterey, and Yuba  
21 especially. So I think it would be useful to have at  
22 least some individuals that are kind of slightly more  
23 specialized in that. I do not have a law degree or  
24 anything like that. But so that would be something I  
25 would rely on potential other Commissioners if they had

1 more knowledge to hopefully share with the group.

2           And the knowledge of the relevant software -- GIS  
3 software it's my understanding what's going to be used to  
4 handle the census data. I personally have looked into  
5 that somewhat to get a feel for how it works. I'm not an  
6 expert in GIS software. I'm somewhat aware of how to  
7 manipulate it, and I've been basically investigating as  
8 much as I can. I intend to buy some books and whatnot,  
9 learn more about it if it comes to that.

10           And that map reading skills, again, not  
11 necessarily the entire Commission needs to be expert in  
12 it. At least have some moderate skills in reading maps.  
13 But if there were one or two that were kind of more  
14 specialized in that and capable of teaching the rest of  
15 the Commission informing them how to really dig into the  
16 maps and understand what's going on. I have some basic  
17 engineering skills and I've used maps for a variety of  
18 things, camping and things like that. But nothing in this  
19 respect.

20           I think leadership skills will be useful in the  
21 sense for all Commissioners. But there's going to have to  
22 be obviously two or three that are really going to have to  
23 be, for lack of a better term, kind of like the alpha  
24 people of the group. You're going to need the two or  
25 three that are going to be the chair, the academia chair,

1 possibly an alternate. So you'll want individuals like  
2 that that will be able to kind of wrangle the Commissioner  
3 if you will and keep everyone on task.

4 I personally -- I have run or you know been the  
5 head of various projects involving 20, 30 people. So I  
6 have some experience managing fairly complex schedules  
7 over anywhere between a five-month and year-and-a-half  
8 time frame. So I think those are potentially some skills  
9 I can bring to the table.

10 I think one thing again two or three  
11 Commissioners might be able to bring to the table is  
12 knowledge in how to operate within a bureaucracy.  
13 Honestly, I've never worked with government. I've always  
14 been in the private sector or working for myself. So I  
15 think if a handful of the Commissioners were aware of  
16 that, they'd be able to share their knowledge with the  
17 rest of the Commission and kind of get everyone moving  
18 forward and being able to operate within the scope of this  
19 project.

20 Resource management; again like time management,  
21 people management, being able to schedule, charts, work  
22 break down structures, things like that, just to keep  
23 everyone on task, be able to schedule all the events, make  
24 sure people are available, and all the appropriate hours  
25 are handed out to all the Commissioners.

1           Again, that's something I've been doing for eight  
2 or nine years now at least. So I know how to break down a  
3 project down to the nitty-gritty and how to assign tasks  
4 and things of that nature. So that's something I could  
5 bring to the table.

6           Again, public speaking, in particular, I think  
7 you'll want again a handful of individuals that are  
8 probably adept or at least very willing to deal with the  
9 media. I personally have no experience dealing with the  
10 media. That will be something new to me. It's based on  
11 some of the interviews I watched, it sounded like some  
12 people were more familiar with handling the media, that  
13 sort of particular spotlight and the necessity to be able  
14 to capture words in very specific ways to get the point  
15 across that -- the whole idea of like a sound bite, things  
16 of that nature and not something I'm used to, but it  
17 sounds like there are a handful of people out there that  
18 may be good at that.

19           And of course, it would be good to have a handful  
20 of people that are really good at outreach. People that  
21 have experience again going to the communities, finding  
22 the right community leaders, whether they're kind of well  
23 known or not. And being able to communicate with them,  
24 try and bring the community out to discuss with the  
25 Commission, you know, what we are doing and get their



1 input and really get people involved in the process.

2 I think that covers the shared skills where  
3 you're going to need a handful of Commissioners to have  
4 some of those specific skills.

5 As for the skills that all Commissioners are  
6 going to need, obviously communication skills. They're  
7 going to need to be able to talk to each other. They'll  
8 also need to be able to write documentation. I suspect  
9 there's going to be tons of documentation involved in this  
10 process. So without having critical listening skills,  
11 being able to just discuss in an appropriate manner in the  
12 meetings amongst each other without those skills, I think  
13 the process would break down and be in quite a bit of  
14 trouble. So communication skills, key.

15 Analytical skills, just general problem-solving  
16 skills. You know, without the ability to see how complex  
17 this is and start breaking it down into smaller more  
18 manageable problems, if a Commissioner can't do that, then  
19 I think we're going to be running into trouble.

20 Again, I guess having been an engineer for nine  
21 years, I think I have reasonable analytical skills. I've  
22 been breaking down reasonably complex problems and solving  
23 bizarre issues through my work for quite a while. And  
24 this may sound kind of odd. But I think as a trait,  
25 you're going to want the Commissioners to be both

1 sympathetic and empathetic. You're going to want them to  
2 be able to connect with the people in a way that is  
3 authentic. You don't want them to just kind of pay lip  
4 service to the community. So granted, that's a little bit  
5 harder to judge. Probably might take more than a 90  
6 minute interview to figure that out about somebody. But I  
7 would like to say I possess these qualities.

8 I think I have the ability to see a problem  
9 through someone else's eyes to an extent. Obviously,  
10 everyone has a world view. That kind of manipulates how  
11 you see the world. But I think based on my somewhat  
12 diverse experience living in San Diego in a variety of  
13 kind of socioeconomic situations, I think I've walked in a  
14 variety of people's shoes. And I think because of that I  
15 think I might be -- I have empathy for a variety of groups  
16 that maybe your average person might not.

17 And of course, the Commissioners are going to  
18 need stamina. They need to be able to survive the  
19 process. From what I understand, based on the schedule,  
20 especially if the census data comes out as late as April,  
21 it's going to be a full mind/body push to get everything  
22 done in time.

23 I personally think it might require work on  
24 weekends, nights. Obviously nights if we are going to be  
25 meeting with the community. We're going to need to be out

1 there when people are available, not just when we need to  
2 be available. So I think just a level of staying power  
3 and stamina is going to be necessary to get through the  
4 process.

5 As for things that might impair my ability to  
6 perform the duties of the Commission, I do have some  
7 congenital defects that require me to see a pain  
8 management doctor about once a month. So I will need  
9 to -- luckily, it's fairly flexible in scheduling that.  
10 But I will for a few hours a day about once a month --  
11 once every 28 days, I will need to disappear and go take  
12 care of that business.

13 I hope that answers your question.

14 MS. RAMIREZ-RIDGEWAY: We have about  
15 eight-and-a-half minutes remaining.

16 Describe a circumstance from your personal  
17 experience where you had to work with others to resolve a  
18 conflict or difference of opinion. Please describe the  
19 issue and explain your role in addressing and resolving  
20 the conflict. If you are selected to serve on the  
21 Citizen's Redistricting Commission, tell us how you would  
22 resolve conflicts that may arise among the Commissioners.

23 MR. STUCK: I'll try to keep this one fast.

24 One of the conflicts I encountered at my former  
25 job -- try to avoid putting too much detail in for not

1 wanting to harm anybody currently working.

2           But as an individual contributor at the lowest  
3 level, the variety of engineers, software designers and  
4 things is kind of the -- you know, the bottom -- the front  
5 line of the working machine, as you will, occasionally had  
6 conflicts with middle management, upper middle management.  
7 What happened was I guess somewhat for fear of reprisal or  
8 worrying about their careers, they didn't necessarily want  
9 to speak up. So I somehow became the voice of the  
10 workforce in communicating with management. So for  
11 example, while I was working on the software design side  
12 of things, we had this one middle manager. We had adopted  
13 agile scrum method for designing software. And there was  
14 specific guidelines for how you operate within that  
15 framework. And we had a middle manager who would come in  
16 and disrupt the process to an extent. And she felt that  
17 she could pretty much interject whatever work she wanted  
18 into our schedule.

19           I knew this was a problem. It threw off all the  
20 work we were trying to do, because all the engineers felt  
21 they had to accomplish these tasks for this manager to  
22 avoid having issues. So I went and spoke to the manager,  
23 let her know that this was outside of process. It wasn't  
24 really helping us move forward on our projects. It was  
25 kind of creating this other work cycle that was slowing

1 things down on the main product we were trying to push  
2 out. She tried a couple more times to do this, and I kept  
3 speaking with her. And I think we eventually came to an  
4 understanding and she stopped putting this work on us.

5 I guess the individual contributors, as they're  
6 called, were very -- I guess they were satisfied with my  
7 work as this kind of mediator, this informal mediator.

8 How I would solve conflicts on the Commission, I  
9 guess the important thing is that both sides, if a  
10 conflict does arise, present all the facts and assumptions  
11 so everyone knows what all the information is on the  
12 table, so they know what each party is thinking when  
13 coming to a conclusion. And if the Commissioners that are  
14 having a conflict can explain the area of conflicts that  
15 the rest of Commission understands, I think we can kind of  
16 logically parse through it and understand, you know, what  
17 an appropriate solution or compromise if that is  
18 appropriate may be.

19 MS. RAMIREZ-RIDGEWAY: Five minutes remaining. I  
20 think we can extend five minutes, but we will want you to  
21 get through your next three questions in that time,  
22 please.

23 How will the Commission's work impact the state?  
24 Which of these impacts will improve the state the most?  
25 And is there any potential for the Commission's work to

1   harm the state? And if so, in what ways?

2               MR. STUCK: I believe the positive impact, as  
3   many have said, is an improved confidence in the  
4   Legislative process which would hopefully lead to higher  
5   registration, particularly of underrepresented portions of  
6   the state, and also higher voter turnout. If people think  
7   that their districts really represent them, they'll want  
8   to choose a representative of their liking.

9               Also I think there might be some kind of -- not  
10   necessarily intangible but some possible fiscal impacts in  
11   the sense that with better representation, it may be  
12   possible that State-run services will be better deployed.  
13   Because if representatives better understand their  
14   constituency and if they have -- if they're kind of  
15   tightly nit, if there is a strong connection between the  
16   legislator and the people being represented, then it may  
17   save the State money in the sense that services will be  
18   kind of possibly better targeted. And so there might be  
19   some fiscal consequences.

20              As opposed to the possible negative consequences,  
21   obviously if the Commission starts doing crazy things or  
22   is perceived to be doing things improperly, there could be  
23   less confidence in the legislative process or fewer voter  
24   registration. It's just the opposite pretty much, lower  
25   voter turnout if the Commission is able to turn out the

1 district maps and have them pass muster, but still not  
2 represent the people, I think are the sort of negative  
3 impacts that could happen.

4           So -- yeah. I think that pretty much covers it  
5 actually. I'll keep it short.

6           MS. RAMIREZ-RIDGEWAY: Describe a situation where  
7 you've had to work as part of a group to achieve a common  
8 goal. Tell us about the goal, describe your role within  
9 the group, and tell us how the group worked or did not  
10 work collaboratively to achieve this goal. If you're  
11 selected to serve on the Citizens' Redistricting  
12 Commission, tell us what you would do to foster  
13 collaboration.

14           MR. STUCK: One of the -- I guess one of the  
15 bigger opportunities in my career to come together on a  
16 team to achieve a particular goal is which I first started  
17 at HP, they were just creating this thing called a cost  
18 reduction team. They haven't done it before and they  
19 wanted to basically take engineers and have them look at a  
20 products and try to find ways to remove costs. So there  
21 were no established processes. There was no schedules.  
22 There was just nothing. They had just pulled myself in  
23 and mechanical engineer and said hey, try to make this  
24 work.

25           And so myself, a mechanical engineer, we started

1 to develop these processes. We worked in tandem with the  
2 local test groups and local prototyping groups as well as  
3 coordinating with the manufacturing in Malaysia and  
4 Singapore. So our group kind of swelled to the size of  
5 maybe 20 people. And I was in charge of coordinating this  
6 effort.

7           And I think we were very successful in the sense  
8 that we satisfied the parameters of the particular project  
9 we were starting as well as creating kind of a set of  
10 processes that could be used and the team started to grow.  
11 Other people started to be hired in and it became a very  
12 successful group within the company that everybody still  
13 exists to this day saving HP tons of money.

14           As for what I'd do to foster collaboration on the  
15 Commission, I think keep everything in the open with  
16 fellow Commissioners, making sure that cliques don't --  
17 aren't created. That can create just kind of a sense of  
18 being outside of something. I think that can create  
19 tension. So as long as everyone is kind of up front with  
20 each other and talking about everything openly and not  
21 keeping anything from anyone, I think that will help the  
22 team, the Commission complete their task.

23           As for --

24           MS. HAMEL: Five minutes.

25           MR. STUCK: -- meeting legal deadlines, if I were



1 a Commissioner, I will do my best to keep people on task.  
2 If, you know, we were kind of going off into the weeds,  
3 try to pull us back and just remind people of the  
4 deadlines and make sure we're sticking to the schedule.

5 MS. RAMIREZ-RIDGEWAY: A considerable amount of  
6 the Commission's work will involve meeting with people  
7 from all over California who come from very different  
8 backgrounds and very different perspectives. If you're  
9 selected to serve on the Commission, tell us about the  
10 specific skills you possess that will make you effective  
11 in interacting with the public.

12 MR. STUCK: I believe it comes down to, you know,  
13 really good communication skills, being an active  
14 listener. If people are talking to you, if you don't  
15 understand something, you want to ask follow-up questions  
16 to make sure you really understand what they're trying to  
17 explain to you or what their issues are.

18 And I think it comes back to that trait of having  
19 sympathy or being sympathetic and empathetic with the  
20 people.

21 As for my personal experience, again, you know  
22 being a half white, half Korean person, I've already lived  
23 a kind of life through two cultures. When I was younger,  
24 I grew up on a farm. I was working side by side with some  
25 Mexican immigrants and you know, we would -- you know,

1 that's where I learned some of my Spanish. I went to a  
2 heavily Chicano Latino middle school. My high school was  
3 heavily Laotian and black population, where actually I was  
4 effectively part of the minority, which is kind of an  
5 interesting experience. And of course I've gone to some  
6 private schools where I've been surrounded by affluent  
7 people.

8           And living in Mira Mesa, Mira Mesa itself has a  
9 very diverse population including mostly middle -- lower  
10 middle class individuals. There's a large Filipino  
11 population, some Vietnamese, Indians, East Indian, Middle  
12 Eastern population. So there is a Muslim contingent in  
13 the Mira Mesa area, as well as blacks, African Americans,  
14 and white folks. So because of my exposure to all of  
15 these the different cultures and the different experiences  
16 I've had growing up, I think that again kind of allows me  
17 to see issues somewhat through the perspective of other  
18 people, which I think will help me as a Commissioner to  
19 understand people's problems when they're speaking about  
20 them and really be able to communicate with them and help  
21 them get the most out of this Commission.

22           MS. RAMIREZ-RIDGEWAY: Mr. Ahmadi.

23           CHAIR AHMADI: Thank you very much.

24           Good afternoon, Mr. Stuck.

25           MR. STUCK: Hello.

1           CHAIR AHMADI: Let me start off with a  
2 clarification question that I have on your application  
3 from your application material. In response to the  
4 interest statement or as part of the interest statement,  
5 you mentioned that you believe that an affiliated members  
6 of the Commission -- the Redistricting Commission will  
7 play an important role in mediating and moderating  
8 decisions among the partisan and nonpartisan members of  
9 the Commission. Could you elaborate on that what you  
10 mean? I want to make sure I understand.

11           MR. STUCK: Honestly, I think that was an  
12 assumption I made early on in the process. Originally, I  
13 believed that the registered Republicans and registered  
14 Democrats that would be coming to the table might be kind  
15 of bringing an agenda and attempting to possibly, you  
16 know, maintain the status quo for their party.

17           But after seeing so many of the applicants, I  
18 think I just over stepped in the early parts of the  
19 process. I kind of understand now just how dedicated all  
20 the applicants are to being just so fair in the process  
21 and putting their political beliefs -- kind of shelving  
22 them and just taking care of this for the people of  
23 California.

24           So, again, I think this was an assumption you  
25 made without understanding the individuals that were in

1 the process.

2 CHAIR AHMADI: When you refer to knowing who's in  
3 the process, are you referring to the 120 or --

4 MR. STUCK: Yes

5 CHAIR AHMADI: Or the 623.

6 MR. STUCK: The current -- like the 120  
7 candidates of you know -- many of which I've seen some of  
8 the interviews and read some of the things about them.  
9 And just from what I've seen and what I've read, I think  
10 it was just kind of an unfounded early assumption there  
11 would be more kind of partisan tension that it may exist  
12 to a smaller extent, but I don't believe it would be  
13 necessarily as out there as I had originally thought.

14 CHAIR AHMADI: Thank you for clarifying that.

15 Hopefully we are successful enough not to, you  
16 know, have any concern for you -- for the applicant not to  
17 have any concern about partisan agendas or anything. So  
18 that's our goal, of course.

19 But also in the interest statement, you're saying  
20 your interest in applying for the Commission is two fold.  
21 One is to serve the residents of California. And the  
22 other one, which I want you to please clarify for me, is  
23 to see if public service is something that you would like  
24 to turn into a career. So what are your thoughts about  
25 this? Can you clarify that for me what do you mean by

1 that?

2 MR. STUCK: So again, right out of college in my  
3 early 20s, I went straight into private industry and have  
4 spent my entire career there. I honestly haven't had -- I  
5 hadn't originally really thought much about public service  
6 and community service. I mean, I have done kind of small  
7 level volunteering here and there, but I've never been --  
8 I haven't been really particularly active on kind of a  
9 higher level larger community level. I've been kind of  
10 slightly more passive.

11 So I've just kind of turned a corner in my life  
12 where I think it's time to explore those options and  
13 really start seeing what how I can serve my community --  
14 and that's kind of what I meant by public service, is just  
15 kind of using my time to help people rather than produce  
16 products.

17 CHAIR AHMADI: Through the government or --

18 MR. STUCK: Oh, I'm sorry. Not specifically  
19 working with the government so much as just kind of  
20 turning away from private industry and doing things more,  
21 you know, like large-scale volunteering. Possibly  
22 government work. You know, I don't have political  
23 aspirations. I'm thinking more the non-political. That's  
24 pretty much what I was going for.

25 CHAIR AHMADI: Thank you.

1           Again, in your activity statement on the  
2 application you said that you do not believe that you have  
3 any relevant volunteer or political experience. So that's  
4 what you mean?

5           MR. STUCK: Did I say -- wow. If I put  
6 political, I'm not sure why I would have written that. It  
7 might have been --

8           CHAIR AHMADI: Let me double check.

9           Well, in the interest of time, let's focus on  
10 your statement about my question as to make sure -- again  
11 to clarify. When you say, for example, that you do not  
12 have any relevant volunteer activities --

13          MR. STUCK: Nothing on --

14          CHAIR AHMADI: You mean relevant to the  
15 Commission's work?

16          MR. STUCK: Yes. Nothing on the scale of what  
17 this Commission is doing. Again, my volunteer work has  
18 been on, you know, the level of I volunteered at the Camp  
19 Reach for the Stars, which was a camp for children with  
20 cancer who had survived cancer or were going through it.  
21 We set up computer labs and allowed them to do various  
22 activities. These are for younger children and things of  
23 that nature where it was kind of smaller level individual  
24 volunteering on a very kind of low level.

25          Nothing in the sense of like I've never done

1 community organizing. I haven't been at the top of an  
2 organization in that respect. I've seen many of your  
3 applicants that run huge organizations, and it's just not  
4 the sort of volunteer experience or community service I  
5 have performed.

6 CHAIR AHMADI: Why do you think that's important?  
7 In what way that's going to be helpful to the  
8 Commissioner's work?

9 MR. STUCK: I think it kind of goes back to the  
10 outreach thing. I think if individuals that have kind of  
11 been participating in these really large-scale either  
12 community outreach programs or community service programs,  
13 I do believe they have some skills in reaching out to the  
14 public, possibly reaching out to underrepresented or  
15 underserved populations. And again, not to sell myself  
16 short, but these are not skills I currently have.

17 CHAIR AHMADI: Do you feel like you would be  
18 challenged if you were assigned to go to a particular  
19 region within the state to try to outreach and attend  
20 public hearings and try to get input from the public? Are  
21 you comfortable with that?

22 MR. STUCK: I'm definitely comfortable with that.  
23 I have no problem speaking to the public, regardless of  
24 who's in the audience.

25 I guess it was just more of being, you know,

1 having the experience maybe being able to find those  
2 community leaders, things like that. Those are things  
3 that I don't have the expertise in. I mean, I can  
4 definitely give it a try. But someone with the experience  
5 in that might have a more targeted search, know where to  
6 look, whereas I would have to kind of start broader and  
7 narrow down. And I'd just have to learn on the fly for  
8 that sort of work.

9 CHAIR AHMADI: Should you be selected as a  
10 Commissioner, what role do you think you will be playing  
11 on the Commission? How do you see yourself on the  
12 Commission?

13 MR. STUCK: That's a good question. I definitely  
14 think I can bring some technical skills to the table.  
15 Obviously, software has been a big part of my career. So  
16 dealing specifically with data, the maps, things of that  
17 nature, I don't think I would have trouble with.

18 I think I also bring reasonable and analytical  
19 mind and kind of problem solving perspective. So as  
20 we're -- as we're trying to define the communities of  
21 interest and things of that nature, I mean just working  
22 with the Commission to define those appropriately, I think  
23 I can offer kind of logical input into that so that we can  
24 take the large problem of creating these districts, break  
25 it down into smaller issues, and really create the



1 districts that are most valuable to the people of  
2 California.

3 I would also have no problem being in public  
4 meetings, asking questions of individuals to try to  
5 understand. Again, once we kind of develop the definition  
6 of what we are looking for in a community of interest,  
7 being able to ask targeted questions to really understand  
8 how individual -- to try to understand how individuals fit  
9 into these, what their communities of interest are, things  
10 of that nature.

11 I'm not sure what else to add to that.

12 CHAIR AHMADI: That's okay. So let me -- let's  
13 assume hypothetically that you're assigned to go to San  
14 Diego. That's where you're from, right?

15 MR. STUCK: Yes.

16 CHAIR AHMADI: And your task is to identify  
17 communities of interest as you stated. How would you  
18 approach that? What information you would be looking for?  
19 How would you want to get the information and how would  
20 you analyze and synthesize the information to be used for  
21 the decision-making process?

22 MR. STUCK: I've been thinking about this a lot  
23 how to define a community of interest. The difficulty is  
24 kind of what level of granularity. I mean, there are  
25 obviously an infinite number of ways to divide people into

1 groups, whether it's by race, whether it's by voting  
2 habits. And then if you do do it by voting habits, which  
3 voting habits do you chose to kind of use as the metric to  
4 create the community of interest.

5           So I think once -- if we gathered as the  
6 Commission, I think that would be one of the first things  
7 I wanted to do is understand how we're going to define a  
8 community of interest, for lack of a better term, what the  
9 metrics are for a community of interest. And once those  
10 are understood, I think we can take the relevant data  
11 that's available from either the Census or other databases  
12 that are available to us, whether it be voting records,  
13 things of that nature and try to apply that.

14           And if it involves really going to communities  
15 and discussing with them things that we don't have records  
16 of, things we need to find out from people directly, then  
17 again once we kind of understood what we're looking for as  
18 a community of interest, then I think we can kind of  
19 hopefully define methods to -- targeted questions, things  
20 of that nature to ask the people.

21           CHAIR AHMADI: In your area, San Diego, southern  
22 California --

23           MR. STUCK: Yes. Specifically --

24           CHAIR AHMADI: How many communities of interest  
25 do you think there are?

1           MR. STUCK: Again, it's hard to say. So say you  
2 have the people that live on the I-15 corridor, right. A  
3 community interest for them would be traffic related  
4 infrastructure related, because there are a lot of people  
5 traveling up and down the I-15 corridor to get to work  
6 from north to south. So there is a community of interest.  
7 For our -- for the Commission's purposes, is that  
8 relevant? Hard to say, you know. So you have that. And  
9 then you have potentially --

10           CHAIR AHMADI: Why do you say it's hard to say?  
11 Can you elaborate on that? What factors?

12           MR. STUCK: For the state level politics, the  
13 I-15 corridor is probably not a critical community of  
14 interest. But you will have, say, people in kind of the  
15 central part of the county, in the south part of the  
16 county, or the bay that are military families, things of  
17 that nature. So you know, various concerns involving  
18 military spending and things of that nature. Are we going  
19 to put them into a community of interest versus just -- if  
20 you head east into more rural areas, I think water becomes  
21 a larger concern.

22           So I guess given those examples, I guess maybe  
23 I've been focusing on too small a level for community of  
24 interest when it comes to the state since we are talking  
25 counties instead of neighborhoods. So again, it could be

1 currently my problem-solving has been focused on just too  
2 small a subset of people.

3           And again so on the Commission, I guess it would  
4 help for me to understand what size of a community would  
5 be of interest. And then I guess once you know the size  
6 of the community, maybe you can start understanding what  
7 other metrics, whether it's voting habits, things of that  
8 nature, that need to be applied to kind of understand how  
9 to create those and district them.

10           CHAIR AHMADI: What does appreciation for  
11 California's diverse demographic mean to you?

12           MR. STUCK: I guess again it kind of boils down  
13 to the -- I guess just being aware, you know, that  
14 California is made up of a variety of different  
15 communities and we're talking I mean there's -- in the  
16 interests, from northern California to southern California  
17 obviously there are different water interests and things  
18 of that nature. And just understanding that I guess the  
19 different groups within California do have different  
20 desires, needs, things of that nature. I'm not sure what  
21 else to say other than -- yeah. Yeah.

22           CHAIR AHMADI: Okay. Thank you.

23           One last question. Based on your application,  
24 you state that you hold -- you hold voter information  
25 group sessions before elections.

1 MR. STUCK: Yes.

2 CHAIR AHMADI: Could you elaborate on that?

3 MR. STUCK: So what would happen is we gather  
4 mainly people I know about a week or so before a given  
5 election. We'll bring our voter material together and  
6 we'll just go through and actually read all of the  
7 propositions and the candidate description and whatnot,  
8 look as much information up as we can to get as good a  
9 picture of either the candidate or the issue so that we  
10 can make it as informed a decision at the ballot as  
11 possible.

12 CHAIR AHMADI: By "we" -- I'm sorry for  
13 interrupting you. By "we," who do you refer to?

14 MR. STUCK: Mostly friends within San Diego.

15 CHAIR AHMADI: Like you are the organizer for  
16 those group meetings?

17 MR. STUCK: Yes. So I mean, basically I'll call  
18 them up and say, "Hey, we should get together at this  
19 particular day and bring your voting material and we're  
20 going to go through the propositions and the candidates."

21 CHAIR AHMADI: Where do you meet?

22 MR. STUCK: Just meet at our house.

23 CHAIR AHMADI: So about ten, 15 people or 20  
24 people?

25 MR. STUCK: Yeah. It's not a large affair.

1           CHAIR AHMADI:   Okay.   Thank you very much.   No  
2   more questions.

3           MS. RAMIREZ-RIDGEWAY:   Ms. Camacho.

4           VICE CHAIR CAMACHO:   Thank you.

5           Hello, Mr. Stuck.

6           MR. STUCK:   Hello.

7           VICE CHAIR CAMACHO:   I'd like to get just a  
8   little bit more clarification on some of the volunteer  
9   work that you have performed.   You said that it -- you  
10   don't think it really relates to the Commission.   But it  
11   might.   So I'm just trying to figure out what you've done  
12   for volunteer.   You've done Star Reach --

13          MR. STUCK:   Camp Reach for the Stars.

14          VICE CHAIR CAMACHO:   Camp Reach.   So these are  
15   for kids that are surviving cancer.   Can you tell us your  
16   role that you played during this camp?

17          MR. STUCK:   There was an organizer within our  
18   company, and she basically gathered all of us together.  
19   We would provide -- since I worked for a printer company,  
20   I brought -- the company would provide -- but we would  
21   basically bring down the computers and printers and set up  
22   the computer and printers to allow these children to do  
23   various arts and crafts that involved printing out various  
24   things or play various computer games.

25          So I would come in the morning, set up the

1 various devices, and then hang out and make sure  
2 everything was functioning, making sure the kids were  
3 having fun. Just kind of go from station to station and  
4 see how each individual was doing, if they had any  
5 questions, just chit chat for a little while, hang out for  
6 the day, break down the setup for the evening and take it  
7 back. This typically lasts for four or five days I  
8 believe.

9 VICE CHAIR CAMACHO: So you were interacting with  
10 the kids and kind of providing your expertise to them?

11 MR. STUCK: In a sense. It was kind of more just  
12 kind of -- you know, if they encountered a problem, taking  
13 care of it. Otherwise, it was just hanging out and  
14 getting to know these kids and, you know, just kind of  
15 enjoying their company. That was kind of a good excuse to  
16 get out of work.

17 MR. STUCK: So what did you learn about these  
18 kids?

19 MR. STUCK: Unfortunately, since it's been about  
20 eight years -- some of them would be kind of more willing  
21 to discuss their kind of trials with cancer. Spoke with  
22 this one child who had lost -- sorry -- part of his jaw  
23 due the cancer. And so kind of just discussed that a  
24 little bit.

25 But then a lot of times the children wouldn't

1 really want to -- they don't want to focus on the fact  
2 that they're either going through these trials or have  
3 kind of come out the other end and are in remission and  
4 kind of have beaten it. They just more wanted to have  
5 fun. So some of them would open up a little bit. But for  
6 the most part, it was just kind of general chit chat just  
7 to kind of keep them -- just to make sure the mood was fun  
8 and all the kids were enjoying themselves. So I learned a  
9 little bit of some personal stories of some of the  
10 children.

11           Again, as I mentioned, the boy who lost part of  
12 his jaw, he talked about how -- unfortunately I don't  
13 remember where he lived. We discussed quite a bit. But  
14 he discussed a bit of his life and how he lost part of his  
15 jaw three years prior to actually the camp and -- so  
16 unfortunately, I can't recall the details. But so some of  
17 it will be learning about the children and whatnot to the  
18 extent they were comfortable discussing it.

19           And otherwise, just trying to make sure they were  
20 having a fun time with these PCs and printers.

21           VICE CHAIR CAMACHO: Was there any other  
22 volunteer experience that you had?

23           MR. STUCK: Unfortunately, I can't think of any  
24 right now.

25           VICE CHAIR CAMACHO: Okay.



1           MR. STUCK: I guess the answer is I don't know.

2           VICE CHAIR CAMACHO: Okay.

3           MR. STUCK: I believe not. I suspect there are  
4 things, but I don't remember.

5           Again, it's been on such a small scale. That  
6 particular one I recall because you don't forget  
7 everything about such a thing unfortunately. I've  
8 forgotten some details. But I don't recall exactly what  
9 other volunteer experiences I've had.

10          VICE CHAIR CAMACHO: With this interaction at  
11 this cancer survivor group, could any of that experience  
12 that you learned there help you as a Commissioner?

13          MR. STUCK: I suspect the fact that I was able  
14 to, you know, go up to these children kind of one on one  
15 and talk to them and kind of try to break the ice and get  
16 them to just talk about themselves when possible, I  
17 believe that could be a useful skill. Being able to say  
18 if the Commission was at a particularly -- I don't want to  
19 say hostile, but maybe in an area where the people are  
20 served about how the Commission might be functioning, if  
21 it were possible to talk to some of the people one on one,  
22 maybe the community leaders or random people and kind of  
23 maybe get them to open up and start talking about their  
24 particular issues and things, I could see that being some  
25 value to the Commission.

1           VICE CHAIR CAMACHO: I wanted to ask you a little  
2 bit more about your voter information group sessions.

3           MR. STUCK: Yes.

4           VICE CHAIR CAMACHO: So you have some friends  
5 that come. How is the meeting guided to result in a fair  
6 and informed discussion?

7           MR. STUCK: So, well, what we do is -- I guess  
8 let's talk about the -- I'll talk about the proposition  
9 discussions in particular. So we'll go over the -- they  
10 typically have the argument for argument against and  
11 rebuttals and things of that nature. So what we'll do is  
12 read the text and without formulating or discussing  
13 opinions, we all just make sure that everyone understands  
14 the text and the actual context of the proposition. Like  
15 what it's going to change, whether it be something in the  
16 government code, things of that nature. So we just want  
17 to understand exactly what the specific changes or things  
18 that are going to happen when this proposition is passed  
19 or not passed and just make sure that everyone understands  
20 that without discussing right or wrong, whether you're  
21 going to vote yes or no. Making sure everyone understands  
22 the ramifications of the proposition. So we don't focus  
23 on choosing sides. We just focus on making sure that  
24 everyone in the room has an understanding of what they're  
25 voting on. And they go to the ballot and do what they

1 will.

2 VICE CHAIR CAMACHO: So this understanding --  
3 there's no heated discussion. It's more just informative?

4 MR. STUCK: Yeah, for the large part, yes.  
5 Occasionally, you know, there are some of the group where  
6 we'll -- I wouldn't say heated discussion, but a smaller  
7 subset -- occasionally, at other times, we'll break off  
8 and have discussions that are more about, you know, is  
9 this a yes vote or a no vote.

10 But at these particular things, it's really  
11 strictly just about just about the material and not about  
12 how you're going to -- we'll discuss the details, but it's  
13 not -- we try to avoid really speculating about how it's  
14 actually going to impact and how you actually want to  
15 vote. We just stick to the facts.

16 VICE CHAIR CAMACHO: So when you get into these  
17 other meetings that do occur where individuals might start  
18 talking about this, maybe not at that voter information  
19 group, but at a different -- if they do get into heated  
20 discussions, what do you do when that occurs?

21 MR. STUCK: I'm trying to think of an example.  
22 If an individual I guess has a particularly strong opinion  
23 about a particular proposition or what they believe an  
24 impact of the propositions will be, we'll talk about it.  
25 I'll ask why the individual thinks, you know, this

1 particular outcome is going to happen. Say if this  
2 proposition passed, things of that nature. And I guess  
3 we'll try to get to the root of the person's assumption or  
4 why they came to this conclusion. I won't again  
5 necessarily try and sway them. But I do want to  
6 understand what the person is thinking. I guess just to  
7 better understand possibly, you know, other ways to look  
8 at the proposition.

9           So again, I can kind of see where you're going  
10 with this. But unfortunately, it's -- the arguments  
11 aren't particularly heated. When someone does kind of  
12 come to a conclusion, we'll talk about it a bit. But  
13 again we won't -- I will not try and argue with them or  
14 try to change their mind. I'll just try to make sure I  
15 understand what they're thinking and, you know, go from  
16 there.

17           VICE CHAIR CAMACHO: And so even after these  
18 discussions, these same individuals where you have these  
19 informational meetings and these discussions about these  
20 propositions, they'll come back and meet again to get  
21 individual's perspectives? So it's not like there's  
22 individuals feeling like they don't want to come back?

23           MR. STUCK: Oh, correct. I mean, we've gotten  
24 together several times. Maybe -- I'm not quite sure I  
25 understand your question. No one has ever been turned off

1 even, you know, after expressing opinions and whatnot. I  
2 mean, people have come back.

3 VICE CHAIR CAMACHO: So everyone's receptive to  
4 everybody's opinion?

5 MR. STUCK: Yeah. I think they're satisfied with  
6 the outcome of when we get together before election.

7 VICE CHAIR CAMACHO: Have you had any  
8 opportunities in your professional or personal life to  
9 reach out to diverse groups? If so, when and how?

10 MR. STUCK: Honestly, I'm not sure I've ever been  
11 part of an outreach program of a specific nature. I mean,  
12 most of -- again, most of my interaction with the various  
13 communities and whatnot that I've come across have all  
14 just been through kind of normal living. Again, not from  
15 organized activities or things of that nature. So, yeah.  
16 I have not been part of a group that has needed to reach  
17 out to a community. That's a little bit of a handicap.

18 VICE CHAIR CAMACHO: How about at work? Have you  
19 hired any people? Were you in the hiring process? Did  
20 you go to maybe schools for recruiting?

21 MR. STUCK: The way we worked, I was not part of  
22 the specific hiring process. And we didn't actually  
23 through my company have recruitment efforts. It was kind  
24 of strange how they operated. It was more of a head  
25 hunting type service. So again, unfortunately, no. No

1 experience in that regard.

2 VICE CHAIR CAMACHO: How about mentoring? Did  
3 you mentor anybody at work or anything like that?

4 MR. STUCK: There were a couple employees that  
5 were younger than me and I kind of showed them the ropes.  
6 But we were -- the extent of the mentoring probably lasted  
7 about six months to a year and it was mainly just  
8 introducing them to the various groups and showing them  
9 the ins and outs of the company and kind of explaining  
10 some of the pitfalls, kind of some of the company politics  
11 and things of that nature. But there were a couple of  
12 employees that came after me oddly enough -- probably up  
13 until the time I left HP, I was one of the younger people  
14 in the group. So there weren't very many people behind  
15 me. But the couple individuals that did come in, kind of  
16 made sure that they understood how things worked in the  
17 company.

18 VICE CHAIR CAMACHO: Thank you. That was my last  
19 question.

20 MS. RAMIREZ-RIDGEWAY: Ms. Spano.

21 PANEL MEMBER SPANO: Thank you. Hello. Good  
22 afternoon.

23 MR. STUCK: Hello.

24 PANEL MEMBER SPANO: How did you learn about the  
25 Citizen's Redistricting Commission?

1           MR. STUCK:  Actually, a friend of mine who  
2  lives -- I believe she lives in San Francisco -- she might  
3  have lived in D.C., I believe she works in the commodities  
4  industry.  I was talking to her and she was interested in  
5  the process as well.  She was -- so I guess she must have  
6  been living in San Francisco, otherwise, it wouldn't have  
7  been very useful for her.  Because I believe she did end  
8  up applying and we discussed it.

9           And the opportunity just sounded again very  
10 interesting.  I was at that kind of time in my life where  
11 I've was switching from private sector mode to more  
12 community mode.  And so I heard what she had to say and I  
13 looked at the materials and it sounded like a great  
14 opportunity, so I put my name in the hat.

15           PANEL MEMBER SPANO:  When did you apply?  As  
16 early as September '09?

17           MR. STUCK:  Honestly, I don't recall.  I don't  
18 believe it was that early.  It was probably towards -- it  
19 was probably closer to the deadline.  Because we had been  
20 talking about it for --

21           PANEL MEMBER SPANO:  2010.

22           MR. STUCK:  For a while.  Yeah, before I actually  
23 officially applied.

24           PANEL MEMBER SPANO:  So let me understand this.  
25 You're self-employed right now.  You don't work at HP

1 anymore?

2 MR. STUCK: Correct.

3 PANEL MEMBER SPANO: So were you self-employed --  
4 were you doing your web design business at the same time  
5 you were working at HP?

6 MR. STUCK: There was a small amount of overlap.

7 PANEL MEMBER SPANO: I'm just checking. I didn't  
8 know if you were still -- how it worked. So you were at  
9 HP until November 30th, 2009?

10 MR. STUCK: Correct.

11 PANEL MEMBER SPANO: And then you began your  
12 business in September 2009?

13 MR. STUCK: Correct. That's what it -- yeah, the  
14 beginning of it, yes.

15 PANEL MEMBER SPANO: Do you have employees that  
16 work for you?

17 MR. STUCK: It's mainly contract work. So it's  
18 kind of a subcontracting in the sense that it's handled  
19 that way. I don't have any official employees. Depending  
20 on which projects come up, we would figure out, you know,  
21 how many people might need to bring on. So far hasn't  
22 required that much subcontracting. But no employees.

23 PANEL MEMBER SPANO: No employees. Just you. Do  
24 you do work -- subcontracting work for HP?

25 MR. STUCK: Not for HP.



1           PANEL MEMBER SPANO: What are your clients -- not  
2 who, but what type of clients do you serve?

3           MR. STUCK: Mainly small businesses. We're  
4 talking kind of like hair stylists, real estate brokers,  
5 things of that nature. Very kind of just individual or  
6 sole proprietors and small businesses.

7           PANEL MEMBER SPANO: No work for the county or  
8 city?

9           MR. STUCK: No. No. No.

10          PANEL MEMBER SPANO: Okay. If you were selected  
11 as Commissioner, would you -- how would you swing that  
12 knowing that this seems to be your main source of  
13 employment?

14          MR. STUCK: If -- I guess it would depend on if I  
15 was selected as a Commissioner, I believe we would have to  
16 put a schedule together very soon. So I would understand  
17 how busy I would be as part of the Commission. And you  
18 know depending on what sort of outside time I have,  
19 whether it's weekends, nights, things of that nature,  
20 whatever is still available, I would guess choose my  
21 projects based on, you know, the ability to complete them  
22 in the kind of outside time. You know, piece my work  
23 schedule together around the Commission's work.

24          PANEL MEMBER SPANO: What are your expectations  
25 about Commission work?

1           MR. STUCK: Honestly, I believe Commission work  
2 would be pretty intense. I think in the beginning and  
3 towards the end there are going to need to be many  
4 meetings with the public. Probably a lot of travel to go  
5 around to discuss what's happening with the Commission,  
6 with the public, which will require I think going to -- I  
7 think we're going to have to seek out a lot of groups. So  
8 I think there will end up being -- my expectation was  
9 there were going to be many, many meetings to try to get  
10 as many communities -- geographical communities in the  
11 sense involved. And then when not meeting with the  
12 communities at large, you know, spending time actually  
13 parsing the data. I'm not sure if the Commission is  
14 allowed to kind of separate where they send X number of  
15 Commissioners out to kind of do discussions with -- I  
16 don't -- based on what I've read, I'm not sure that's  
17 possible. But, yeah, I honestly -- based on the deadline  
18 and the amount of work necessary, I really honestly  
19 believe this would probably be a seven-day a week job.

20           PANEL MEMBER SPANO: Full time?

21           MR. STUCK: Yeah.

22           PANEL MEMBER SPANO: What do you think the most  
23 challenging aspects of Commission work will be?

24           MR. STUCK: Again, I think it's the definition of  
25 the community of interest. I think getting together with

1 the Commissioners and establishing that early on so that  
2 the Commission knows what to look for and creating the  
3 district lines, because I mean, the other rules are  
4 fairly -- the other rules are fairly well established,  
5 like keeping the districts reasonably equal in population  
6 and then there are the other rules regarding geographical  
7 compactness, things of that nature.

8 But the one thing I think that is going to create  
9 the most difficult problem in front of the Commission is  
10 definitely defining what is a community of interest, how  
11 are we going to understand what the communities of  
12 interest are in the state, and group them together as  
13 voting blocks -- as districts. And build the map. So I  
14 personally believe that, yeah, early on a good chunk of  
15 time is going to be spent on that.

16 PANEL MEMBER SPANO: What are the difficulties  
17 you foresee incorporating qualitative data and  
18 quantitative analysis while applying layers of complex  
19 law, vague at sometimes, and arriving at a really solid  
20 decision about where to draw the boundaries?

21 MR. STUCK: I'm sorry. Could you repeat the  
22 question?

23 PANEL MEMBER SPANO: Sure. I'll try. What are  
24 your thoughts about incorporating qualitative analysis  
25 with quantitative data and applying complex layers of law

1 in your decision making as you draw the boundaries?

2 I can ask it another way. You're going to have  
3 Census data.

4 MR. STUCK: Yes.

5 PANEL MEMBER SPANO: You're going to have lots of  
6 other data. You're going to be listening to people out in  
7 the public.

8 MR. STUCK: Yes.

9 PANEL MEMBER SPANO: You're going to have to be  
10 discerning what's relevant, what's important, what's not  
11 to determine the shared interests relevant to applying it  
12 to the criteria and drawing the lines. What are your  
13 thoughts on the difficulties and challenges you will be  
14 faced in doing that?

15 MR. STUCK: I guess I'm just not sure what to say  
16 to that, because --

17 PANEL MEMBER SPANO: Well, have you had -- let me  
18 ask you this then. In your experience, in either your  
19 consulting work or at HP, have you had an opportunity to  
20 apply some type of quantitative analysis -- qualitative  
21 analysis to your quantitative work. Because you work with  
22 a lot of data.

23 MR. STUCK: Yes.

24 PANEL MEMBER SPANO: Have you ever had to apply  
25 any quality type information to it where it's not just

1 about strictly numbers? It had some type of a human  
2 characteristic applied to it? Or an attribute?

3 MR. STUCK: In my work, no.

4 PANEL MEMBER SPANO: No.

5 MR. STUCK: So -- yeah, I mean, for me  
6 personally, it would be a new experience. And that's why  
7 I'm not sure -- yeah -- I could provide a concise answer.  
8 I'd have to see -- basically I'd have to see what sort of  
9 information is coming and just try to adapt.

10 PANEL MEMBER SPANO: Yeah. Let's switch gears.  
11 Do you feel that in your district you're fairly  
12 represented in San Diego where you live and reside?

13 MR. STUCK: If we are talking -- so the 75th  
14 assembly district, if we discuss that --

15 PANEL MEMBER SPANO: Sure.

16 MR. STUCK: I think there are kind of three major  
17 population centers. There's kind of a more affluent I  
18 believe mostly white neighborhood kind of to the east.  
19 And then again the way our district is designed is kind of  
20 stretches from the inland all the way to the coast kind of  
21 cutting a swath through San Diego. I happen to live right  
22 smack dab in the middle. And I believe the part of the  
23 district that I live in is kind of more of a lower-middle  
24 class, middle-middle class neighborhood.

25 And so I don't want to talk about our

1 representative too much in specifics. But it does seem to  
2 me that possibly some of the concerns such as safety and  
3 some of the infrastructure concerns in our area are not  
4 really kind of the main focus of the concerns of our  
5 representative. I think the focus might be on kind of the  
6 two ends. I mean, we have basically La Jolla on one side  
7 and the south end of Escondido which again are more  
8 affluent neighborhoods. And their population would  
9 definitely outnumber ours in a voting block.

10 PANEL MEMBER SPANO: What are the different  
11 interests in all those different areas?

12 MR. STUCK: Again, I would -- I would suspect  
13 that the voting interests of kind of the south Escondido  
14 and the more inland group and the La Jolla group, the  
15 coastal group probably focusing more on probably tax  
16 concerns, changes to things that would -- because there  
17 are also kind of elderly communities. So I imagine things  
18 that would effect -- I don't want to say Social Security  
19 in particular, but obviously because that's not within the  
20 realm, but kind of like wealth management type things.  
21 People wouldn't want their life savings to be affected,  
22 things of that nature. So tax laws in that respect, maybe  
23 dividend laws, things of that nature. Again this is kind  
24 of a different level.

25 But whereas again, kind of in the -- in our

1 neighborhood I would think police, fire, infrastructure,  
2 some of the infrastructures having issues, things of that  
3 nature, are probably more of a larger one.

4 One that kind of -- there are a couple that  
5 connect the entire thing. Water is something that all of  
6 San Diego is concerned about. And utilities, things of  
7 that nature. But there are definitely kind of some common  
8 interests and some not common interests.

9 PANEL MEMBER SPANO: Do you believe this  
10 redistricting effort, the state redistricting effort, will  
11 help achieve fair representation and not split districts?

12 MR. STUCK: I would like to believe so. I  
13 definitely hope so. Honestly, I have no idea how the 75th  
14 assembly district is going to be handled. I have no  
15 pre-conceived notion how that's going to be redone.

16 Again, I guess once I personally understand what  
17 the communities of interest that is important for decision  
18 making, then I think that would -- once that's  
19 established, I think it would be slightly more  
20 straightforward to understand how communities will need to  
21 be grouped.

22 PANEL MEMBER SPANO: Sorry. I lost my train of  
23 thought.

24 Are you aware of any redistricting effort going  
25 on right now or in the past in San Diego?

1           MR. STUCK: I know San Diego -- I'm trying to  
2 remember if it's -- unfortunately, I'm not sure if it's  
3 the city or the county is going through a redistricting  
4 effort kind of at the same time. They're also looking for  
5 candidates to redistrict the area. Again, I'm not sure if  
6 it's county or city. Should be city based on the changes  
7 to the city governance, yes.

8           PANEL MEMBER SPANO: What do you know about that,  
9 in detail? Do you know why they're doing it at the county  
10 level?

11          MR. STUCK: San Diego just voted in the -- they  
12 voted to keep the strong mayor and add a ninth district --  
13 a ninth council member. So because of they, they're going  
14 to have to move around the districts and reapportion to  
15 handle this new district that's going to be necessary.

16          PANEL MEMBER SPANO: Do you have any information  
17 or knowledge about the prior redistricting effort in San  
18 Diego?

19          MR. STUCK: No.

20          PANEL MEMBER SPANO: You said five minutes?

21          MS. HAMEL: Three.

22          PANEL MEMBER SPANO: You said you have been  
23 spoken to in various languages. Some you understood,  
24 others you did not based upon the person's assumptions  
25 about you. You've seen how attitudes and treatment will



1 change once people realize you're not white. Is the  
2 change typically from closed to open interactions, or does  
3 it go in both directions?

4 MR. STUCK: I believe it does. Again, depending  
5 on the particular situation, some people will be kind  
6 of -- they'll be kind of turned off once they realize I'm  
7 not what they assumed I was. Other people will brush it  
8 off and move forward. So it's just kind of a person by  
9 person case.

10 PANEL MEMBER SPANO: What do they assume?

11 MR. STUCK: Well, I guess a lot of times -- so in  
12 particular, I think Spanish speakers will speak to me in  
13 Spanish. And I know enough about the colloquialisms and  
14 whatnot to have a basic idea of what they're talking  
15 about. And they'll basically -- it's just a matter of,  
16 you know, being addressed in slang terms, things of that  
17 nature.

18 And a lot of times they'll end up -- I guess just  
19 the assumption is that -- like particular comment they'd  
20 make like, you know, will be about potentially if someone  
21 else assumed not to be a Spanish speaker says something to  
22 me about such a person, once they realize I respond in  
23 English and don't understand Spanish, you can see that  
24 it's kind of like, you know, a moment of discomfort  
25 because they realized that they are trying to say

1 something about someone and realize I might not be the  
2 right person to say such things to.

3 PANEL MEMBER SPANO: Okay. I'm not sure if I  
4 have enough time, but what have these experiences taught  
5 you about the nature of bias?

6 MR. STUCK: Well, I think obviously first  
7 impressions are very important for people. I mean,  
8 they'll look at you and they'll kind of decide real  
9 cursory level.

10 MS. RAMIREZ-RIDGEWAY: You can go ahead and give  
11 your answer.

12 MR. STUCK: And sorry -- I got thrown off a  
13 little bit there.

14 I'm not sure what to add to that other than  
15 obviously, you know, just the initial presentation of  
16 somebody without ever having spoken to them, just seeing  
17 them and -- can cause a lot of -- create a basic picture,  
18 whether it's right or wrong in some someone's mind. And  
19 again -- sorry. I'm not sure what else to say about the  
20 nature of the bias.

21 PANEL MEMBER SPANO: That's okay. Thank you.

22 MS. RAMIREZ-RIDGEWAY: Panelists, are there  
23 follow-up questions?

24 CHAIR AHMADI: No.

25 VICE CHAIR CAMACHO: Not at this moment.

1 MS. RAMIREZ-RIDGEWAY: I just have a couple for  
2 you.

3 MR. STUCK: Yes.

4 MS. RAMIREZ-RIDGEWAY: Are you nervous today?

5 MR. STUCK: Little bit. I think that's throwing  
6 me unfortunately. Obviously, my answer is probably not  
7 super satisfactory.

8 MS. RAMIREZ-RIDGEWAY: Just take a deep breath.  
9 You have about twelve minutes left to show us who you are.

10 You talked a little bit about this with Mr.  
11 Ahmadi about the comment that you made in your  
12 supplemental application regarding tangentially hoping to  
13 use the Commission to find out whether or not you wanted  
14 to dedicate yourself to public service. I know you  
15 touched on that. But either I faded out, which could have  
16 happened, or you didn't mention what are your aspirations  
17 in public service? What do you think about in terms of  
18 going into public service?

19 MR. STUCK: I guess I don't have a very developed  
20 idea. I am just exploring it at this point, you know, in  
21 the sense of throwing my hat into the ring for this  
22 venture. Possibly you know just trying to find out  
23 various community activities, things of that nature in  
24 just my local neighborhood and just start expanding my  
25 horizons I guess. That's about all I expect is just see

1 what's out there. See what, you know, fits, and see what  
2 I can do.

3 MS. RAMIREZ-RIDGEWAY: Is there anything that  
4 prevents you from looking into your local community and  
5 seeing what you can do without working on the Commission?

6 MR. STUCK: Honestly, no. Again, it's just kind  
7 of -- it's been just kind of a recent development in me.  
8 Again, like I said in my application, before I was just so  
9 focused on just kind of handling my career in the private  
10 sector, I guess I've just kind of come to that point in my  
11 life where hey, there's other people besides me in this  
12 world. And you know, I guess I'm doing well enough myself  
13 that I think I can kind of share my time and try and see  
14 what I can do for others. So I guess in the past really  
15 hasn't been much that would have prevented me other than  
16 just kind of honestly just lack of forethought.

17 MS. RAMIREZ-RIDGEWAY: I get it. You get out of  
18 college and you're supposed to get a job. And that's what  
19 you do and then you realize maybe there's something else I  
20 could do.

21 MR. STUCK: Yes.

22 MS. RAMIREZ-RIDGEWAY: I get it. Why did you  
23 leave HP and go out on your own?

24 MR. STUCK: I guess it was two factors. One was  
25 I was kind of getting enough requests kind of outside of

1 work. You know, people knew my technical capabilities.  
2 So they -- I just getting more and more requests. And I  
3 just kind of at that point, one, I believe I was just kind  
4 of, you know, satisfied with what I had done in my career  
5 at HP and was kind of thinking about striking out on my  
6 own. Not sure exactly what or kind of maybe just changing  
7 pace to some degree. And then it was kind of a confluence  
8 of events, because at the same time people started asking  
9 me for this sort of work and said, hey, it's good timing.  
10 I think I have enough requests out there to kind of  
11 support myself and see if I can grow this. So, yeah.  
12 Give it a shot.

13 MS. RAMIREZ-RIDGEWAY: Scary thing to do.

14 MR. STUCK: Little bit.

15 MS. RAMIREZ-RIDGEWAY: You talked in your  
16 response to one of the standard questions about in terms  
17 of collaboration and conflict ensuring that cliques don't  
18 form. And I wondered what do you think you can do to  
19 prevent that from happening?

20 MR. STUCK: That's tough. I don't know if  
21 it's -- it's kind of human nature to kind of choose the  
22 people that are kind of maybe most similar to you in some  
23 fashion and just kind of bond with people or certain  
24 people more than others. I think people just have to kind  
25 of remain aware that maybe they are focusing too much time

1 discussing certain things with a particular subset and  
2 just make sure that they kind of pay attention to that and  
3 just are presenting everything to everyone rather than  
4 kind of discussing things, I guess people would say,  
5 behind other people's backs.

6           How you prevent that? Honestly, I'm not quite  
7 sure. I think you have to keep your eye out for it and  
8 hope that people recognize it and don't let it effect the  
9 Commission's work. You know, even they do become close to  
10 a handful of people, make sure that doesn't turn into them  
11 just working with those people or collaborating with those  
12 people and kind of not paying attention to the rest of the  
13 Commission. I think you just kind of got to just  
14 constantly remind people that this is not a good behavior  
15 and that the entire Commission is what needs to be focused  
16 on.

17           MS. RAMIREZ-RIDGEWAY: What unique perspective or  
18 skills would you bring to the Commission?

19           MR. STUCK: That's a good question. Other than  
20 my own particular world view, which is, you know, just  
21 made me who I am. As for specific skills that I would  
22 have that I'm guessing, you know, that would separate me  
23 from the crowd --

24           MS. RAMIREZ-RIDGEWAY: I want to hear what you  
25 think.

1           MR. STUCK: It's tough, because other than just  
2   having kind of a particular -- just another set of eyes to  
3   look at the problem and have a different approach to  
4   problem solving. And just a different perspective, the  
5   fact that I'm, you know, that again like I have my own  
6   particular world view. The other Commissioners all have  
7   their own particular world view. So everyone is going to  
8   see the problem through the kind of sum of their  
9   experience and whatnot. So just I think just being able  
10  to put a different set of eyes on it, that would be my  
11  value add.

12           Because honestly, I've seen some of the other  
13  candidates and they are amazingly qualified. And I know I  
14  can't compete explicitly with that. But all I can offer  
15  is, you know, the ability to go out there, talk to people  
16  and hopefully provide some solutions to problems and just  
17  different insights that maybe people hadn't thought of.

18           MS. RAMIREZ-RIDGEWAY: Panelists, do you have  
19  further questions?

20           CHAIR AHMADI: I don't.

21           VICE CHAIR CAMACHO: No.

22           MS. RAMIREZ-RIDGEWAY: We have about four minutes  
23  20 seconds left on the clock if you'd like to make a  
24  closing statement.

25           MR. STUCK: Surprising. I guess that's because I

1 ate most of it up in the beginning.

2 Well, again, I think I've recognized myself as  
3 kind of a dark horse candidate since I had one -- anyway,  
4 I just want to thank you for the opportunity. Again say  
5 that you guys are doing just crazy hard work, I can see.  
6 Again, seeing the quality of candidate that's been coming  
7 through your doors is just impressive. And honestly kind  
8 of -- I can't think of the word. I'm choking myself up.

9 I just want to say -- I guess put a little kick  
10 in as again I watched Dr. Turem, amazing individual. Who  
11 was it? Betty? Was it Betty Franklin? I wish -- I  
12 should have written her name down. And then Mr. McKaskle,  
13 again very qualified individuals. I think if there was  
14 some extended considerations for these individuals, they  
15 could do the Commission some very good to have these  
16 people on it.

17 Other than that, thank you.

18 And hi, wife. Shouldn't have watched this. You  
19 jinxed me. Yeah.

20 Thank you for the opportunity.

21 MS. RAMIREZ-RIDGEWAY: Thank you for coming to  
22 see us. We will recess until tomorrow morning at 9:14.

23 (Thereupon the Panel recessed at 4:12 p.m.)

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